



JULY 2005

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**State of Utah****Department  
of Workforce Services****Eastern Region**  
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## Utah Navajo Health Systems

### Fastest Growing Service Business In San Juan County

Five years ago, Donna Singer, CEO of **Utah Navajo Health Systems (UNHS)**, had a vision of providing quality health care where it had never before been available. She and Nettie Prack used their homes to secure a \$65,000 line of credit to get UNHS off the ground and to make payroll for the first few months.

Today, UNHS is the fastest growing service business in San Juan County. It is an independent, locally controlled, private, non-profit community health center. This progressive health care organization—certified by the Joint Commission on Accreditation of Health-care Organization—has seen exponential growth since its inception in January of 2000.

In its first year of operation, UNHS saw just over 8,000 patients. In 2005 they will see more than 30,000 patients, with over 10,000 unduplicated records. They have grown from two doctors to ten and from 14 employees to approximately 120 employees during their first five years. This increase has had a very positive impact on the local economy. Five years ago salaries and benefits were approxi-

mately \$700,000 but in 2005 they will pour almost \$3.5 million into the local economy in salaries and benefits. This is particularly important because their main clinic is in Montezuma Creek, an economically

depressed area. Approximately three-quarters of the employees are Native Americans,

Under the direction of its Board of Directors, the State of Utah, and legal counsel, by-laws were approved for the new corporation. In 2001, UNHS was awarded a Community Health Center grant and designated as a Federally Qualified Community Health Center. In 2001, they also opened a clinic in Blanding, Utah. Since then the Navajo Nation has designated UNHS as a tribal organization and UNHS negotiated the first "PL-638" (Self Determination Contract for Programs, Functions, Services and Activities) allowing them to provide services previously provided by Indian Health Services.

UNHS has now expanded and includes clinics at Navajo Mountain and Monument Valley. UNHS is providing services in areas that had previously been overlooked for medical care. For instance, Navajo Mountain's closest medical facilities were over 40 miles away on dirt and gravel roads, and are difficult to travel during wet weather.

UNHS serves patients regardless of race or ability to pay. Services are offered on a slid-



(Continued on page 2)

**UPCOMING EVENTS/SEMINARS****Business Expo**

**August 20th, 2005.** Sponsored by the Vernal Chamber of Commerce at the College of Eastern Utah in Price. 10am - 3pm. Contact the Price Employment Center at (435) 636-2300 for more information.

**Business Symposium**

**August 30th, 2005.** Western Park in Vernal. Mark Eaton is the Luncheon Speaker. Registration will begin at 8 am and the Symposium will start at 9 am. Contact the Vernal Employment Center for more information (435) 781-4100

## Contact Numbers

Blanding	(435) 678-1400
Emery County	(435) 381-6100
Moab	(435) 719-2600
Monticello	(435) 587-2016
Price	(435) 636-2300
Roosevelt	(435) 722-6500
Vernal	(435) 781-4100

## Utah Navajo Health Systems *(Continued from page 1)*

ing fee scale. Current payer sources include Indian Health Services - 48 percent, Medicaid - 30 percent, private



insurance - 14 percent, and Medicare - 8 percent. The vast majority of Native Americans qualify under Medicaid/Medicare programs while 65 percent of non-Native Americans qualify for sliding scale discounts. The service area is San Juan County, the poorest county in Utah and the largest county geographically in the United States. UNHS primarily serves the communities of Aneth, Bluff, Hatch, Mexican Water, Montezuma Creek, Monument Valley, Red Mesa, Teec Nos Pos, Navajo Mountain and Blanding.

UNHS provides preventative health, primary care, diabetes control cardiovascular disease diagnosis and treatment, obstetrics and gynecology, dental, nutritional, audiology, behavioral health, pharmacy, laboratory, radiology, podiatry, public health and physical therapy care.

## ECONOMIC UPDATE

*By – Michael Hanni, Regional Economist*

Even though the winter months can sometimes be cold and gray, in eastern Utah the labor market situation in the first quarter of 2005 was anything but dreary. Preliminary numbers show that in the year between the first quarter of 2004 and 2005, the region added roughly 1,500 jobs, a 4.5 percent increase. Job growth in the region accounted for roughly four percent of the jobs created in the state as a whole – a great result when you consider our seven counties make up a little more than three percent of Utah's total population.

It might have been cold in the Uintah Basin, but its labor market the first quarter of 2005 was hot! Thanks to the energy boom – which lives for high oil and gas prices – both jobs and wages in the Basin grew. In the year since the first quarter of 2004 the number of jobs in Duchesne County grew 8.7 percent and 7.7 percent in Uintah County. In Daggett County, on the Basin's northern rim, employment gave ground somewhat over

the period as construction and local government both registered decreases.

The labor market situation in Utah's red rock counties was cooler, but by no means cloudy. Grand County, after suffering through a year of "negative" employment growth, broke the spell and posted a solid 6.9 percent increase in the first quarter. While tourism was up in Grand County, the preliminary data appears to show a decline in San Juan County.

Employment also grew throughout the state's coal belt. Thanks to an increase in retail and travel-related jobs, Carbon County saw a 1.9 percent increase in the quarter. Emery County also saw its number of jobs increase, but the 0.1 percent increase was in sharp contrast with last year's high job growth numbers. (One has to remember that last year's data was skewed by the annexation of Grand County's portion of Green River City.)

## Executive Director Tani Downing is Committed to Utah Business

by Tani Downing, Executive Director, DWS

It is a great honor to have been selected by Governor Huntsman to lead the Department of Workforce Services (DWS). DWS, since its inception, has been dedicated to providing vital services, information, education and innovative practices to support the Utah business community. This dedication to Utah business is a cornerstone of Governor Huntsman's Economic Revitalization Plan, and DWS will play a major role.



You may not realize it, but Utah's Department of Workforce Services is nationally recognized as operating one of the most innovative and effective integrated service delivery systems for employers and job seekers! On a national basis, our peers consistently rate Utah's Labor Market Information system in our [Workforce Information](#) division as one of the best in the country. This is also true for our [Unemployment Insurance](#) operations as well as our [employment exchange](#) functions.

Many of the practices we have initiated here in Utah have been envied and duplicated by other states. Practices such as electronic filing of Unemployment Insurance for both employers and claimants; putting the power of our applicant pool on your desktop. By doing so, you can search directly from our database for qualified workers.

Making the investigation of wage and economic data as simple as opening up our website [jobs.utah.gov](#) – innovation, effectiveness and efficiency will always be our goals. Another service we

provide to Utah business is our statewide [educational seminars](#) designed to keep you up to date on the latest issues facing business today.

### Where are we going next?

We have been holding a series of Executive Roundtables with industry leaders to determine where constriction points are in maintaining and attracting the quality workers our businesses continue to require. We are working with our education partners on identifying these issues and developing solutions to them.

One recent example is in Health Care. We currently do not have enough training capacity in Utah to train the number of nurses needed to meet our demand. We partnered with the University of Utah to apply for, and have received a grant from the U.S. Department of Labor to assist in increasing the number of instructors coming out of the U of U. This will have a huge affect on our capacity to train more nurses in a very short amount of time.

Another example is our work with our education partners to pilot and eventually offer a statewide course for new members of the workforce that will teach the competencies of 'soft skills' in the workplace. Things like teamwork, showing up on time, dressing appropriately and customer service basics. These are areas of concern many employers share– and we are looking for ways to address them.

We intend to continue with innovation and quality to support our economic infrastructure. Whether it is in support of a business that has operated in Utah for generations, or assisting economic development in attracting good paying jobs to our state, DWS will be here, dedicated to providing the quality of services you expect and require.

## Economic Resource for Employers

Workforce Information generates data about the economy and the labor market that can help employers make good business decisions. While much of our information is published in hard copy, the best way to access all our [economic data](#) is on-line through our Web page that is geared to business. You will find a wealth of useful information, including:

- [Wages](#) for over 500 occupations in Utah, broken out into Entry, Average, Median and Middle Range figures. Wages for many occupations are also available for sub-state areas, and the data is updated twice a year.
- [TrendLines](#) magazine and [TrendLines Extra](#). TrendLines magazine is a bi-monthly publication that reports on the economy of Utah, the U.S. and the metro and non-metro parts of Utah. Each issue has a different theme and it is always written in plain English so you don't have to be an economist to understand it. TrendLines Extra is a weekly web-only digest of economic news. It's a quick, easy way to stay current on what's happening in the economy.
- [Producer Cost Index](#)
- [Consumer Price Index](#)
- [Equal Employment Opportunity Information](#)
- [County-specific economic information](#)
- [Industry information](#)
- Links to other helpful sites:
  - [Labor Law](#)
  - [FirmFind](#)
  - [U.S. Dept. of Labor](#)
  - [Our Workforce Information Experts' contact information](#)
  - [Recent news releases from Workforce Information](#)
  - [Davis-Bacon Wages](#)

- [UEDV=Utah Economic Data Viewer](#): a retrieval system that searches a database and builds a report within parameters set by the user. This tool is on both our main page and the Business Information page. Use it for wage information, labor force data, population statistics, or industry employment and wages.

You can [subscribe to receive automatic e-mail notification](#) when the item you specify (such as TrendLines Extra or the unemployment rate) is updated.

To stay abreast of the latest data and information that matters to you, take these two steps:

- Subscribe to the information you choose, and
- Bookmark your favorite pages for easy retrieval.

If you have economic questions that you can't find answers for on our website, please feel free to contact your regional economist:

**North Region** (*Box Elder, Cache, Rich, Weber, Morgan and Davis counties*):  
[John Mathews](#) (801) 526-9467 or  
[johnmathews@utah.gov](mailto:johnmathews@utah.gov)

**Central Region** (*Salt Lake and Tooele counties*):  
[James Robson](#) (801) 526-9626 or  
[jrobson@utah.gov](mailto:jrobson@utah.gov)

**Mountainland Region** (*Utah, Wasatch and Summit counties*):  
[James Robson](#) (801) 526-9626 or  
[jrobson@utah.gov](mailto:jrobson@utah.gov)

**Eastern Region** (*Duchesne, Uintah, Daggett, Emery, Carbon, Grand and San Juan counties*):  
[Michael Hanni](#) (801) 526-9403 or  
[mhanni@utah.gov](mailto:mhanni@utah.gov)

**Western Region** (*Washington, Iron, Kane, Wayne, Garfield, Piute, Beaver, Millard, Sevier, Sanpete and Juab counties*):  
[Lecia Langston](#) (435) 688-3115 or  
[lecialangston@utah.gov](mailto:lecialangston@utah.gov)



## Required Labor Law Posters Available Online and at DWS Offices

Utah labor law posters are available at DWS offices or [downloadable](#) from our Web site, [jobs.utah.gov](#). Visit the *Employer Resource Section* for required poster information.

- 5-in-1, Red/White/Blue DWS required poster resource. Be sure that you have our most current printed version dated: **02/01/05**, the date is located in the lower left hand corner of the poster. If you need to update your poster, contact your local DWS Employment Center for assistance.
- Uniformed Service Employment & Reemployment Rights Act (USERRA) poster information, all employers are required to have this information posted. Visit the Department of Labor Veterans Web site to download this poster <http://www.dol.gov/vets/>

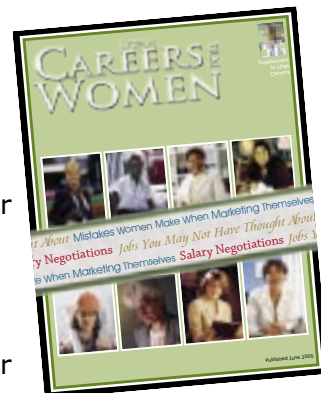
## Nursing industry gets an \$871,000 Boost

U.S. Secretary of Labor Elaine L. Chao announced an award of \$871,000 to University of Utah for its Clinical Faculty Associate (CFA) Model. The U of U is one of 12 winners selected from nearly 230 national applicants competing for funding under the President's High Growth Job Training Initiative.

The CFA model is a collaborative initiative with the **Department of Workforce Services** and **University of Utah, Intermountain Health Care** and **Veterans Administration** hospitals.

The U of U will use the grant to increase the number of clinical faculty available to train nurses at the baccalaureate level and to help retain clinical nurses and faculty by promoting career advancement. Training additional CFAs will allow the university to admit more students into its nursing program. The openings will be made available to students eligible for training funds under the Workforce Investment Act. Thirteen clinical faculty associates will enroll in the Teaching Nursing program over two years and 32 additional students will enter baccalaureate nursing programs. The new instructors will help in expanding the number of students enrolled in nursing programs across the state.

## New Career Guide for Women Available From DWS



A new publication is now available to help women in planning their careers. Utah Careers for Women is a supplement to the Department of Workforce Services' annual adult career guide, Utah Careers. Written for post-high school women, it addresses issues including balancing work and family, negotiating salary, mistakes women make in marketing themselves, working from home, legal issues such as maternity leave and sexual harassment, the wisdom of choosing a non-traditional job, re-entering the workforce, and more.

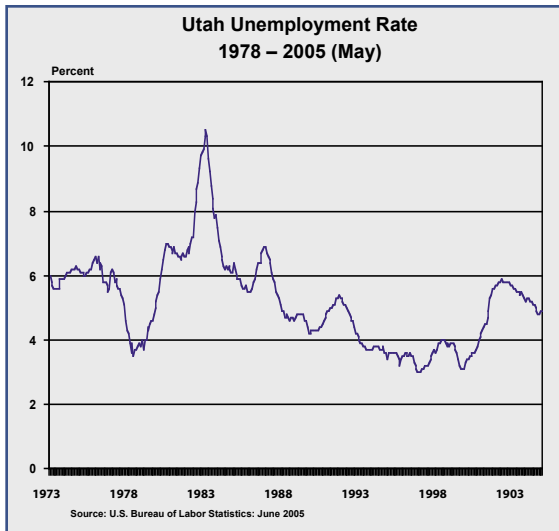
Utah has a higher percentage of women in the workforce than the national average. Utah Careers for Women provides the facts about women, wages and work, and can help women plan realistically for meeting their needs.

"Utah Careers for Women spells out how women can overcome some major self-limitations and get the job, the salary, and the career they need and want. It's also full of facts and data about the job market, wages, education and benefits that women need to know," says Connie Blaine, editor and contributing writer for the publication.

Utah Careers for Women should be used with the main career guide, **Utah Careers**, which contains basic career information and advice for everyone. Both publications are available at no cost by calling (801) 526-9785 or by e-mail: [mpjensen@utah.gov](mailto:mpjensen@utah.gov). Both guides also are on the DWS Web site, [jobs.utah.gov](#). Click on Economic Information, then on "Publications," and select the publication you want from the drop-down menu. All or parts of both publications can be printed out from any computer connected to the Internet and a printer.

For more information, please contact Connie Blaine at 801 526-9472.

## Unemployment Figures Not At Bad As Thought



The civilian labor force is defined as the sum of two groups; those 16 years of age and older who are 1) working 2) or looking for work. In other words, you have to be an active participant in the labor force. The unemployment rate is a reflection of those who are looking for work. Naturally that rate rises and falls with the level of economic prosperity. Utah achieved its lowest unemployment rates of the last 35 years during the tech boom of the 1990s. The flip side of the unemployment rate would be the percent of the labor force that holds a job. The flip side of a 5 percent unemployment rate would be 95 percent employment. From either point of view, Utah's economy is looking pretty good.

### 2nd Annual

## Employer 101/ Labor Law Basic Training / 2005

The 2nd Annual Employer 101-Labor Law Basic Training is now available for employer's to attend statewide. This year there will be a minimal registration fee to assist with refreshments and cost to host event: \$10.00 per COMPANY.

The Department of Workforces Services, the U.S. Department of Labor's Wage and Hour Division and the Utah Labor Commission have designed this annual training through our partnership to provide Utah employers with information about state and federal labor laws.

Please contact your local Business Consultant to register.

## News You Can Use

### Standard Examiner

**Job growth has been solid across all major sectors**

<http://www2.standard.net/standard/54648/>

**Veterans returning to workforce get advice**

<http://www2.standard.net/standard/51780/>

### Salt Lake Tribune

**Funding will help U. train more nursing instructors**

[http://www.sltrib.com/portlet/article/html/fragments/print\\_article.jsp?article=2790028](http://www.sltrib.com/portlet/article/html/fragments/print_article.jsp?article=2790028)

**Doing a job on employment**

[http://www.sltrib.com/business/ci\\_2829954](http://www.sltrib.com/business/ci_2829954)

### Deseret News

**Utah's momentum is high**

<http://deseretnews.com/dn/view/0,1249,600134670,00.html>

**10 Utah companies honored as best to work for**

[http://www.desnews.com/cgi-bin/cqcg\\_i\\_state/@state.env?CQ\\_SESSION\\_KEY=WUMYTNGEMEPV&CQ\\_CUR\\_DOCUMENT=30&CQ\\_TEXT\\_MAIN=YES](http://www.desnews.com/cgi-bin/cqcg_i_state/@state.env?CQ_SESSION_KEY=WUMYTNGEMEPV&CQ_CUR_DOCUMENT=30&CQ_TEXT_MAIN=YES)

**Currant Creek plant powers up for first time**

<http://deseretnews.com/dn/view/0,1249,600144105,00.html>

**Huntsman picks 6 'clusters'**

<http://deseretnews.com/dn/view/0,1249,600144004,00.html>

### Society for Human Resource Management

**2005 Best Companies to work For**

[http://www.utahshrm.org/news\\_feature.asp?story=1145](http://www.utahshrm.org/news_feature.asp?story=1145)

### University Of Utah News & Public Relations

**Class of 2005 Faces Improved Job Market**

[http://www.utah.edu/unews/releases/05/may/job\\_outlook.html](http://www.utah.edu/unews/releases/05/may/job_outlook.html)

## Stay current on Utahs' economic news at:

<http://jobs.utah.gov/wi/Press/tlextra/tlextracurrent.asp>